

**TAB D**

**Representative Letters To Recruitment Sources**



# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

November 21, 1990

Mr. Nady Tan, Director  
INTERNATIONAL REFUGEE CENTER OF OREGON  
1336 East Burnside  
Portland, OR 97214

Dear Mr. Tan,

National Minority Television, KNMT Channel 24, is an equal opportunity employer. We would like to make it known that we welcome applications for employment. From time to time, we have openings for qualified individuals in various areas in the field of broadcasting.

We would appreciate it very much if you would make this information available to your constituency. At the present time, we are fully staffed but expect to have an opening for a Television Air Operator in Master Control in the near future. Experience in waveform monitor analysis is preferred, ability to react quickly and keep accurate F.C.C. logs is mandatory.

Anyone seeking employment should be advised to contact us at 503-252-0792 between the hours of 8:30 AM and 5:30 PM Monday through Friday.

Thank you for your kind consideration.

May God bless you,

Jim McClellan  
Station Manager

JM:mm



# KNMT-TV Channel 24

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

December 22, 1990

Gentlemen:

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are searching for a part-time Television Master Control Air Operator. Applications for this position will be accepted until January 15, 1991. This individual will need to:

1. Switch into and out of programming and station break material in a precise and aesthetic manner in compliance with the program schedule requirements
2. Monitor video and audio signals and make adjustments as needed
3. Maintain program and discrepancy logs in an accurate and legible manner
4. Maintain transmitter signal within F.C.C. parameters by remote control.

Experience in waveform monitor analysis is preferred.

Anyone seeking employment should be advised to contact KNMT Channel 24 between the hours of 8:30 AM and 5:30 PM Monday through Friday at 503-252-0792 or apply in person at 432 N. E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

Jim McClellan  
Station Manager

JM:mm

2

**National Minority Television, Inc.**

*sent to attached list*

April 30, 1991

Gentlemen:

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are searching for a full-time Television Master Control Air Operator. Applications for this position will be accepted until May 15, 1991. This individual will need to:

1. Switch into and out of programming and station break material in a precise and aesthetic manner in compliance with the program schedule requirements
2. Monitor video and audio signals and make adjustments as needed
3. Maintain program and discrepancy logs in an accurate and legible manner
4. Maintain transmitter signal within F.C.C. parameters by remote control.

Experience in waveform monitor analysis is preferred.

Anyone seeking employment should be advised to contact KNMT Channel 24 between the hours of 8:00 AM and 5:30 PM Monday through Friday at 503-252-0792 or apply in person at 432 N.E. 74th, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

Jim McClellan  
Station Manager



# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

*Sent letters  
attached list of (47)*

May, 12, 1992

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are searching for a part-time Television Master Control Air Operator. Applications for this position are being accepted now. The individual will need to:

1. Switch into and out of programming and station break material in a precise and aesthetic manner in compliance with the program schedule requirements
2. Monitor video and audio signals and make adjustments as needed
3. Maintain program and discrepancy logs in an accurate and legible manner
4. Maintain transmitter signal within F.C.C. parameters by remote control

Experience in waveform monitor analysis is preferred.

Anyone interested in receiving an application for this position should be advised to contact KNMT Channel 24 between the hours of 8:30 AM and 5:30 PM, Monday through Friday, at 503-252-0792 or apply in person at 432 N. E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

Jim McClellan  
Station Manager

JM:mm



# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

*Letter of 47*

May 12, 1992

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are searching for a **Part-time Producer's Assistant**. Applications for this position will be accepted until June 3, 1992. This individual will need to:

1. Schedule "talk" and music guests for programs
2. General secretarial duties such as typing letters to guests, filing, and heavy telephone usage
3. Research and review new books, book catalogs, magazines, church bulletins, and mail for potential guests
4. Prepare and coordinate with HOST scripts for programs
5. Greet and act as hostess to guests
6. Process potential guest material for Producer to approve
7. Prepare materials for guests to submit to HOST for interview
8. Answer mail requests for information

Anyone interested in receiving an application for this position should be advised to contact **KNMT Channel 24** between the hours of 8:30 AM and 5:30 PM Monday through Friday at 503-252-0792 or apply in person at 432 N. E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

Jim McClellan  
Station Manager

JM:mm



# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

May 26, 1992

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following openings for employment.

We are searching for Television Production part-time, on call, TV Directors, Audio and Camera persons, broadcast experience desired. Applications for these positions will be accepted until June 15, 1992.

Anyone interested in receiving an application for a position should be advised to contact KNMT Channel 24 between the hours of 8:30 AM and 5:30 PM, Monday through Friday, at 503-252-0792 or apply in person at 432 N. E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

Jim McClellan  
Station Manager

JM:mm



# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

May 27, 1992

It's finally going to happen! By the end of June, KNMT TV 24 will begin local Television Production.

Because of your past interest, we are sending you this letter to inform you that the following ad will run soon in local papers:

**TELEVISION PRODUCTION:**

Part-time, on call, TV Directors, Audio & Camera position. Broadcast experience desired. KNMT-TV 24  
Call (503) 252-0792 for an application.  
Equal Opportunity Employer

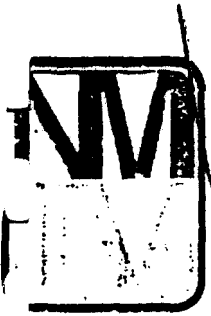
If you are still interested in being considered for a part-time, on call production position, please call for an application.

Thank you!

Jim McClellan  
Station Manager

JM:mm





# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

January 26, 1993

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are searching for a part-time Television Master Control Air Operator. Applications for this position are being accepted now. The individual will need to:

1. Switch into and out of programming and station break material in a precise and aesthetic manner in compliance with the program schedule requirements
2. Monitor video and audio signals and make adjustments as needed
3. Maintain program and discrepancy logs in an accurate and legible manner
4. Maintain transmitter signal within F.C.C. parameters by remote control

Experience in waveform monitor analysis is preferred.

Anyone interested in receiving an application for this position should be advised to contact KNMT Channel 24 between the hours of 8:30 AM and 5:30 PM, Monday through Friday, at 503-252-0792 or apply in person at 432-N. E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Jim McClellan'.

Jim McClellan  
Station Manager

JM:mm



# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

*sent to attached  
list: 46*

April 15, 1993

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are seeking a Secretary/Receptionist. Applications for this position will be accepted until April 26, 1993. This individual will need to:

1. Exhibit top typing and secretarial skills
2. Be capable of light bookkeeping & month end reports
3. Be responsible for all personnel records & time cards
4. Be detail oriented & able to prioritize assignments
5. Answer five incoming telephone lines and greet visitors

Anyone interested in receiving an application for this position should be advised to contact KNMT Channel 24 between the hours of 8:30 AM and 5:30 PM Monday through Friday at 503-252-0792 or apply in person at 432 N. E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Jim McClellan'.

Jim McClellan  
Station Manager

JM:mm

COPY

June 22, 1993

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are searching for a part-time Television Master Control Air Operator. Applications for this position will be accepted until July 15, 1993. The individual will need to:

1. Switch into and out of programming and station break material in a precise and aesthetic manner in compliance with the program schedule requirements.
2. Monitor video and audio signals and make adjustments as needed.
3. Maintain program and discrepancy logs in an accurate and legible manner.
4. Maintain transmitter signal within F.C.C. parameters by remote control.

Experience in waveform monitor analysis is preferred.

Anyone interested in receiving an application for this position should be advised to contact KNMT Channel 24 between the hours of 8:30 a.m. and 5:30 p.m., Monday through Friday, at 503-252-0792 or apply in person at 432 N.E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

Jim McClellan  
Station Manager

JM/mbb



# **KNMT-TV Channel 24**

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

**COPY**

August 25, 1993

Maria Solano  
East Multnomah County Employment & Training Ctr.  
55 N.W. 3rd Avenue  
Gresham, OR 97030

Dear Maria:

National Minority Television, KNMT Channel 24, an equal opportunity employer, would like to bring to your attention the following opening for employment.

We are searching for a Part-Time Television Master Control Air Operator. Applications for this position will be accepted until August 31, 1993. The individual will need to:

1. Switch into and out of programming and station break material in a precise and aesthetic manner in compliance with the program schedule requirements.
2. Monitor video and audio signals and make adjustments as needed.
3. Maintain program and discrepancy logs in an accurate and legible manner.
4. Maintain transmitter signal within F.C.C. parameters by remote control.

Experience in waveform monitor analysis is preferred.

Anyone interested in receiving an application for this position should be advised to contact KNMT Channel 24 between the hours of 8:30 a.m. and 5:30 p.m., Monday through Friday, at 503-252-0792 or apply in person at 432 N.E. 74th Avenue, Portland.

Thank you for making this information available to anyone you would consider qualified for this position.

Sincerely,

Jim McClellan  
Station Manager

11

JM/mbb

**National Minority Television, Inc.**

E

**TAB E**

**KNMT-TV Filled Position Reports**

**KNMT TV 24**  
432 N.E. 74th Avenue  
Portland, Oregon 97213  
(503) 252-0792

# FILLED POSITION REPORT

Position Title: Full-time and Part-Time Air Operators	Prepared by: Jane Duff
Application Period: 10/11/89	Date Prepared: 11/11/89
List all recruitment sources used: <u>NAACP, Multnomah School of Eng., National Broadcasting School, Urban League, Nt. Hood Community College.</u>	

DATE APPLIED	NAME	NAT'L ORIGIN	SEX	REFERRED BY (SOURCE)	STATUS
10/11/89	Mark Thiesen	5	M	Oregonian	1
10/11/89	Tamara Lynn Chorey	5	F	Oregonian	1
10/11/89	Mark Norris	5	M	Oregonian	3
10/11/89	Alan R. Thayer	5	M	Oregonian	1
10/12/89	David White	5	M	Nat'l. Broadcast. School	1
10/12/89	Ronald E. Bray	5	M	Oregonian	
10/12/89	Ted Drayton	5	M	Oregonian	3
10/12/89	Raquel Aguillon	4	F	Oregonian	1
10/13/89	Brian Mitchell	3	M	Oregonian	3
10/13/89	Carl Kinney	5	M	Oregonian	1
10/13/89	Joe Bari	5	M	Oregonian	1
10/13/89	Les Anderson	5	M	Oregonian	2
10/13/89	Julie Draper	5	F	Oregonian	3
10/13/89	Michael Ray	5	M	Oregonian	1
Mark Norris: radio experience, education, availability, flexible schedule					
Brian Mitchell: experience, education, knowledge of field, flexibility					

Applicant chosen for position:	Rate of pay:
Mark Norris & Brian Mitchell (Fulltime)	\$6.50
Ted Drayton & Julie Draper (Parttime)	\$6.00
On what basis was this applicant determined to be the most qualified?	
Ted Drayton: TV & Radio experience, education	
Julie Draper: radio experience, education, avail	

\* 1 - American Indian or Alaskan Native  
 2 - Asian or Pacific Islander  
 3 - Black, not of Hispanic Origin  
 4 - Hispanic or Spanish Surnamed  
 5 - White, not of Hispanic Origin

1 - interviewed, no offer  
2 - interviewed, offer extended but rejected  
3 - interviewed, offer extended and hired

Station (use stamp):

**KNMT TV 24**  
**432 N.E. 74th Avenue**  
**Portland, Oregon 97213**  
**(503) 252-0792**

# FILLED POSITION REPORT

Position Title: <b>Public Affairs/Traffic Secretary/Receptionist</b>	Prepared by: <b>Jane Duff</b>
Application Period: <b>10/11/89</b>	Date Prepared: <b>10/12/89</b>
List all recruitment sources used: <b>The Oregonian Newspaper, Bible Temple Church, Urban League, NAACP, word of mouth.</b>	

## PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS

DATE APPLIED	NAME	NAT'L ORIGIN *	SEX	REFERRED BY (SOURCE)	STATUS **
10/12/89	Linda Harris	3	F	Urban League	1
10/12/89	Loretta Romero	5	F	Word of mouth	1
10/17/89	Connie McClellan	5	F	Word of mouth	3**
11/4/89	Sylvia L. Marchand	5	F	Oregonian	
11/6/89	Janis R. Brown		F	Oregonian	
10/31/89	Teresa L. Nelson		F	Oregonian	
10/31/89	Evelyn White		F	Oregonian	
10/29/89	Charmaine Anderson		F	Oregonian	
10/17/91	Carolyn Magers		F	Oregonian	
10/26/89	Betty Shannon		F	Oregonian	
10/11/89	Leslie Leland		F	Oregonian	
	Kristin L. Johnson		F	Oregonian	
10/18/89	Nanci Lynn Hintz		F	Oregonian	

Applicant chosen for position: <b>Connie McClellan</b>	Rate of pay: <b>\$5.75</b>
On what basis was this applicant determined to be the most qualified? <b>Necessary skills, experience, availability, flexibility</b>	

### CODES

- \* 1 - American Indian or Alaskan Native
- 2 - Asian or Pacific Islander
- 3 - Black, not of Hispanic Origin
- 4 - Hispanic or Spanish Surnamed
- 5 - White, not of Hispanic Origin

2

- \*\* 1 - Interviewed, no offer
- 2 - Interviewed, offer extended but rejected
- 3 - Interviewed, offer extended and hired



Kim J. - 59

# FILLED POSITION REPORT

**PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS**

[illegible]

Applicant chosen for position: same as above Rate of pay: to be negotiated

On what basis was this applicant determined to be the most qualified? Experience  
availability, background  
on-air talent

**CODES**

- 1 - American Indian or Alaskan Native  
2 - Asian or Pacific Islander  
3 - Black, not of Hispanic Origin  
4 - Hispanic or Spanish Surnamed  
5 - White, not of Hispanic Origin

- 1 - interviewed, no offer  
2 - interviewed, offer extended but rejected  
3 - interviewed, offer extended and hired

**KNMT TV 24**  
432 N.E. 74th Avenue  
Portland, Oregon 97213  
(503) 252-0792

# FILLED POSITION REPORT

Position Title: <b>Part-time Air Operator</b>	Prepared by: <b>Jim McClellan</b>
Application Period: <b>1-3-90</b>	Date Prepared:
List all recruitment sources used: <u>See master list.</u>	

[illegible]

Applicant chosen for position:	Rate of pay:
Linda Schoenbeck	6.00
On what basis was this applicant determined to be the most qualified?	
Ron Ornickell most experience, available for shifts - "week ends"	

## CODES

- \* 1 - American Indian or Alaskan Native  
 2 - Asian or Pacific Islander  
 3 - Black, not of Hispanic Origin  
 4 - Hispanic or Spanish Surnamed  
 5 - White, not of Hispanic Origin

- 1 - interviewed, no offer  
2 - interviewed, offer extended but rejected  
3 - interviewed, offer extended and hired

# FILLED POSITION REPORT

Station (use stamp):

**KNMT TV 24**  
432 N.E. 74th Avenue  
Portland, Oregon 97213  
(503) 252-0792

Position Title: <b>Secretary/Receptionist</b>	Prepared by: <b>Jim McClellan</b>
Application Period: <b>January - February, 1990</b>	Date Prepared: <b>2/14/90</b>
List all recruitment sources used: <u>Oregonian Newspaper, Bible Temple Church, Urban League, NAACP, word of mouth.</u>	

**PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS**

DATE APPLIED	NAME	NAT'L ORIGIN *	SEX	REFERRED BY (SOURCE)	STATUS **
2/8/90	Phyllis G. Cooley		F	Oregonian	
2/7/90	Barbara L. Grainger		F	Oregonian	
2/90	Marjorie M. Leffel		F	Oregonian	
1/15/90	Maggie Merchant	5	F	Word of mouth	3
1/90	Alisa D. Norris	5	F	Word of mouth	
1/24/90	Cindy D. Scott-Pelett		F	Oregonian	

## CODES

- \* 1 - American Indian or Alaskan Native
- 2 - Asian or Pacific Islander
- 3 - Black, not of Hispanic Origin
- 4 - Hispanic or Spanish Surnamed
- 5 - White, not of Hispanic Origin

**5**

- \*\* 1 - Interviewed, no offer
- 2 - Interviewed, offer extended but rejected
- 3 - Interviewed, offer extended and hired

Applicant chosen for position: <b>Maggie Merchant</b>	Rate of pay: <b>\$7.50</b>
On what basis was this applicant determined to be the most qualified? <u>Previous non-profit work, typing &amp; secretarial skills, work in fast paced, high pressure environment, writing skills.</u>	

**KNMT TV 24**  
432 N.E. 74th Avenue  
Portland, Oregon 97213  
(503) 252-0792

# FILLED POSITION REPORT

Position Title: <b>Air Operator - Master Control</b>	Prepared by: <b>Jim McClellan</b>
Application Period: <b>4/13/90 - 4/30/90</b>	Date Prepared:
List all recruitment sources used: <b>Asian Repoorter Newspaper, Korean Cable TV, Japan-American Society - See Attached</b>	

[illegible]

Applicant chosen for position: <b>Shinobu Chrisman</b>	Rate of pay: <b>\$6.00 per hour</b>
On what basis was this applicant determined to be the most qualified? _____ _____ _____	

\* 1 - American Indian or Alaskan Native  
 \* 2 - Asian or Pacific Islander  
 \* 3 - Black, not of Hispanic Origin  
 \* 4 - Hispanic or Spanish Surnamed  
 \* 5 - White, not of Hispanic Origin

- \*\* 1 - interviewed, no offer  
 2 - interviewed, offer extended but rejected  
 3 - interviewed, offer extended and hired



# KNMT-TV Channel 24

432 N.E. 74th Avenue, Portland, Oregon 97213  
Phone: (503) 252-0792 FAX: (503) 256-4205

## EEO AFFIRMATIVE ACTION

### Part-time Job Opening - Air Operator

4/13/90  
2:15 PM Called Asian Reporter newspaper  
Newspaper is no longer published

4/13/90  
2:25 PM Called Korean Cable Television  
(503) 254-3332 Talked with Mrs. Sung.

4/13/90  
2:45 PM Called Japan-American Society  
(503) 228-9411 and 220-1653  
They suggested the following sources  
to reach Asian readers:

North American Post  
Pacific Publications  
Oregon Trail (503) 274-7640

4/25/90 Talked about job opening with Mr. Sung  
of Korean Cable Television

### Other source recommendations were:

Asian Churches  
Warner Pacific College  
Multnomah School of the Bible  
Southern Baptist Building  
Western Seminary

April, 1990 Received letter and resume from Shinobu Sakurai  
seeking employment. Interviewed her on the tele-  
phone and offered her the job of part-time Air  
Operator. She will be full-time within 90 days.

**KNMT TV 24**  
432 N.E. 74th Avenue  
Portland, Oregon 97213  
(503) 252-0792

# FILLED POSITION REPORT

**PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS**

Applicant chosen for position: <b>Christopher Warner</b>	Rate of pay: <b>\$6.50</b>	<b>CODES</b>
On what basis was this applicant determined to be the most qualified? <u>Willing to</u> <u>work weekend midnight shifts, experience related</u> <u>to position, background training and education.</u>		<b>* 1 - American Indian or Alaskan Native</b> <b>2 - Asian or Pacific Islander</b> <b>3 - Black, not of Hispanic Origin</b> <b>4 - Hispanic or Spanish Surnamed</b> <b>5 - White, not of Hispanic Origin</b>  <b>** 1 - Interviewed, no offer</b> <b>2 - Interviewed, offer extended but rejected</b> <b>3 - Interviewed, offer extended and hired</b>

\* 1 - American Indian or Alaskan Native  
 2 - Asian or Pacific Islander  
 3 - Black, not of Hispanic Origin  
 4 - Hispanic or Spanish Surnamed  
 5 - White, not of Hispanic Origin

\*\* 1 - Interviewed, no offer  
 2 - Interviewed, offer extended but rejected  
 3 - Interviewed, offer extended and hired

Station (use stamp):

**KNMT TV 24**  
**432 N.E. 74th Avenue**  
**Portland, Oregon 97213**  
**(503) 252-0792**

# FILLED POSITION REPORT

Position Title:

**Air Operator - Master Control**

Prepared by:

**Jim McClellan**

Application Period:

Date Prepared:

List all recruitment sources used: \_\_\_\_\_

## PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS

DATE APPLIED	NAME	NAT'L ORIGIN *	SEX	REFERRED BY (SOURCE)	STATUS **
1/12/91	Charles Arnett		M		
1/10/91	Kenneth Avdeef		M		
1/7/91	Tyrone Ballesteros		M		
1/9/91	William David Brenneman		M		
1/7/91	Bryan Jay Davis		M		
1/14/91	Barry A. Derlago		M		
1/8/91	Bryan Roy Everett		M		
1/11/91	James Kent Farris		M		
1/9/91	Kari Eileen Galbreath		F		
1/9/91	Jeffrey James Gordon		M		
1/8/91	John P. Harris		M		
1/11/91	Erik Jonathan Hilden		M		
1/10/91	Anthony Glenn Johnson		M		
1/7/91	Jack Howard King		M		
1/10/91	Carl Martin Kinney		M		
1/8/91	Veronica Marie Lidgren		F		
1/8/91	Larry "Chip" Loop, Jr.	5	M		
1/10/91	Ken S. Mitchell-Phillips	3	M		
1/14/91	John Daniel Pucik		M		
1/15/91	Alan Quach	2	M		

Applicant chosen for position:

Rate of pay:

### CODES

- \* 1 - American Indian or Alaskan Native
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- 3 - Black, not of Hispanic Origin
- 4 - Hispanic or Spanish Surnamed
- 5 - White, not of Hispanic Origin

- \*\* 1 - Interviewed, no offer
- 2 - Interviewed, offer extended but rejected
- 3 - Interviewed, offer extended and hired

Station (use stamp):

# FILLED POSITION REPORT

Position Title:	Prepared by:
Application Period:	Date Prepared:
List all recruitment sources used: _____	

PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS

DATE APPLIED	NAME	NAT'L ORIGIN *	SEX	REFERRED BY (SOURCE)	STATUS **
1/91	John Patrick Ryan		M		
1/10/91	Warren Lee Ryland		M		
1/10/91	Jay David Sandmeyer		M		
1/9/91	Timothy Van Blaricom		M		
1/11/91	Kelly B. Wallaert		M		
1/15/91	Kenneth Snider		M		

Applicant chosen for position:	Rate of pay:
On what basis was this applicant determined to be the most qualified? _____	
_____	
_____	

## CODES

- \* 1 - American Indian or Alaskan Native
- 2 - Asian or Pacific Islander
- 3 - Black, not of Hispanic Origin
- 4 - Hispanic or Spanish Surnamed
- 5 - White, not of Hispanic Origin

- \*\* 1 - Interviewed, no offer
- 2 - Interviewed, offer extended but rejected
- 3 - Interviewed, offer extended and hired



Station (use stamp):

**KNMT TV 24**  
432 N.E. 74th Avenue  
Portland, Oregon 97213  
(503) 252-0792

# FILLED POSITION REPORT

Position Title: <b>Part Time Air Operator - Master Control</b>	Prepared by: <b>Jim McClellan, Station Mgr.</b>
Application Period: <b>May 5, 1991 - May 15, 1991</b>	Date Prepared: <b>June 17, 1991</b>
List all recruitment sources used: <b>Sunday Oregonian Newspaper, letter to 21 minority groups and 16 local colleges.</b>	

## PLEASE COMPLETE THE CHART BELOW, LISTING ALL APPLICANTS

DATE APPLIED	NAME	NAT'L ORIGIN *	SEX	REFERRED BY (SOURCE)	STATUS **
5/12/91	Joel Terence Abbott		M		
5/11/91	Brian Uno Adrian		M		
5/14/91	Svetlana Anisimova	5	F	International Refugee Center/Oregon	
5/13/91	Jeffrey Michael Atwood		M		
5/13/91	Anthony Keith Buen	2	M	National Broadcst.Sch.	
5/10/91	Thomas Kim Coulter	2	M	Oregonian	
5/15/91	Vernon Eugene Curtis		M	National Broadcst.Sch.	
5/9/91	Timothy ralph Donovan		M		
5/14/91	Scott Allen Edwards	5	M	Mult.School of Bible	
5/15/91	James M. Fenton	5	M	Oregonian	
5/8/91	R. Scott Gibson	5	M	Oregonian	
5/15/91	Patrick S. Hanson		M		
5/15/91	Ian Richard Hay	5	M	Portland St.University	
5/7/91	Thomas A. Hendricksen		M	Oregonian	
5/7/91	Adam Stewart Hertlein	5	M	Oregonian	
5/12/91	Randy S. Hinkle		M	Oregonian	
5/14/91	Mark Allen Hunt		M	National Broadcst.Sch.	
5/12/91	Ted M. Jacobson	5	M	National Broadcst.Sch.	1
5/14/91	Jesse Joseph Johnson		M	National Broadcst.Sch.	
5/13/91	Steven James Leicht		M	Oregonian	

Applicant chosen for position: <b>Dena Monks</b>	Rate of pay: <b>\$6.50 hr.</b>
On what basis was this applicant determined to be the most qualified? <b>Previous Master Control experience, willingness to work midnight shift, availability.</b>	

### CODES

- \* 1 - American Indian or Alaskan Native
- 2 - Asian or Pacific Islander
- 3 - Black, not of Hispanic Origin
- 4 - Hispanic or Spanish Surnamed
- 5 - White, not of Hispanic Origin

- \*\* 1 - Interviewed, no offer
- 2 - Interviewed, offer extended but rejected
- 3 - Interviewed, offer extended and hired